

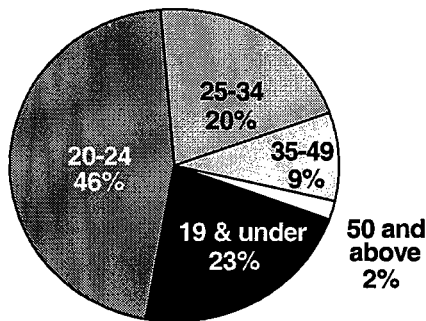
Students

Who are the students in higher education?

Age distribution

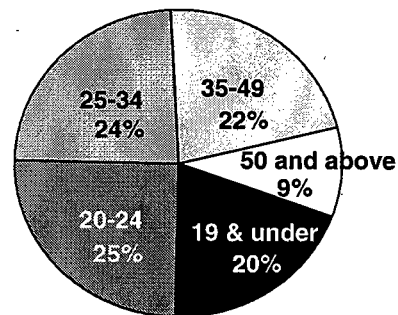
At public institutions, a larger proportion of younger students enroll at four-year institutions, while the two-year community and technical colleges have a higher number of older students. Percentages below are based on fall headcounts of those who reported age.

Public four-year institutions: age distribution in fall 2003



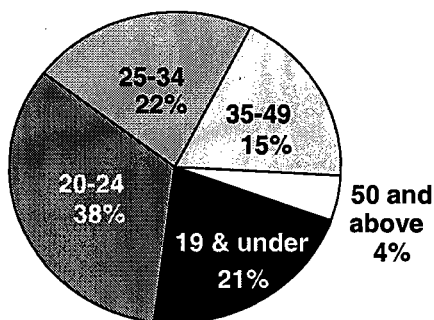
Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2003.

Community and technical colleges: age distribution in fall 2003



Source: State Board for Community and Technical Colleges, *Fall Enrollment and Staffing Report*, 2003.

Independent four-year institutions: age distribution in fall 2003



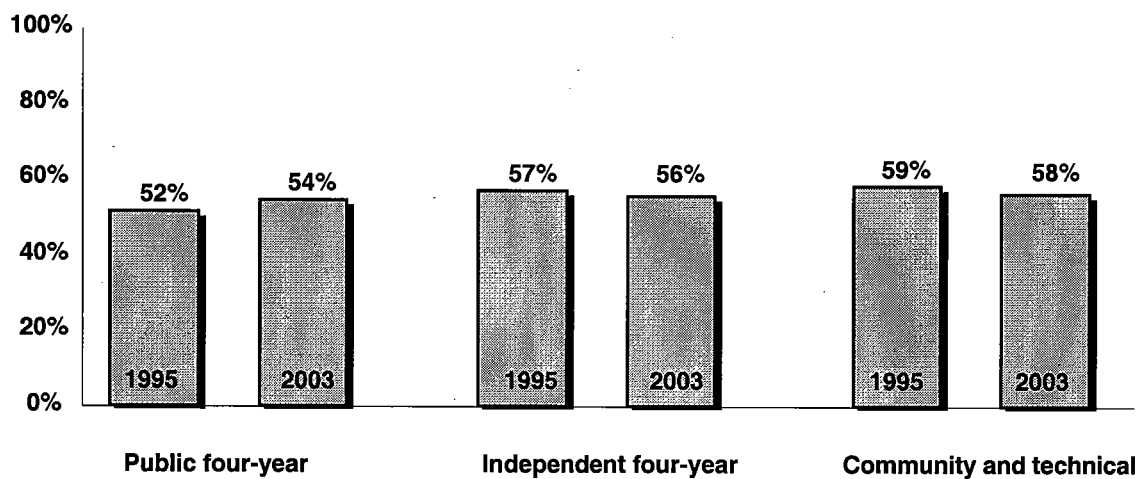
Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2003.

Students

Gender distribution

Since 1995, enrollments at institutions have maintained a higher percentage of female students. The distribution by gender, for 1995 and 2003, is shown here.

Female students continue to constitute more than half of enrollments: fall 1995 and fall 2003



Sources: Public four-year and independent four-year institutions – Integrated Postsecondary Education Data System (U.S. Department of Education); and community and technical colleges – State Board for Community and Technical Colleges, *Fall Enrollment and Staffing Report*, fall 2003.

Note: At community and technical colleges, data reflect only state-supported enrollments. Percentages are based on fall headcounts.

Students

Race/ethnicity

Enrollments by race and ethnicity show variations by type of institution.

Fall headcount enrollments by race/ethnicity: fall 1995 and fall 2003

| | Headcount enrollment | | | Percentage within each sector | | |
|------------------------|----------------------|--------------------------|--|-------------------------------|--------------------------|--|
| | Public four-year | Independent four-year | Community and technical colleges | Public four-year | Independent four-year | Community and technical colleges |
| Fall 1995 | | | | | | |
| Black | 2,127 | 978 | 6,704 | 2.5% | 2.6% | 4.0% |
| Native American | 1,375 | 534 | 3,015 | 1.6% | 1.4% | 1.8% |
| Asian/Pacific Islander | 8,366 | 2,364 | 14,311 | 9.7% | 6.4% | 8.5% |
| Hispanic | 2,920 | 1,088 | 7,914 | 3.4% | 2.9% | 4.7% |
| White | 65,041 | 27,490 | 122,217 | 75.6% | 74.1% | 72.2% |
| Nonresident Alien | 3,604 | 2,008 | 432 | 4.2% | 5.4% | 0.3% |
| Other/unknown | 2,647 | 2,631 | 14,697 | 3.1% | 7.1% | 8.7% |
| TOTAL | 86,080 | 37,093 | 169,290 | | | |
| Fall 2003 | | | | | | |
| Black | 2,470 | 1,678 | 8,799 | 2.4% | 3.5% | 4.6% |
| Native American | 1,614 | 655 | 3,021 | 1.6% | 1.4% | 1.6% |
| Asian/Pacific Islander | 11,546 | 3,601 | 16,720 | 11.1% | 7.6% | 8.8% |
| Hispanic | 3,857 | 2,114 | 18,143 | 3.7% | 4.5% | 9.5% |
| White | 69,540 | 33,023 | 123,876 | 66.9% | 69.8% | 65.1% |
| Nonresident Alien | 4,320 | 1,920 | n/a | 4.2% | 4.1% | n/a |
| Other/unknown | 10,586 | 4,313 | 19,654 | 10.2% | 9.1% | 10.3% |
| TOTAL | 103,933 | 47,304 | 190,213 | | | |

Sources: Public four-year and independent four-year institutions – Integrated Postsecondary Education Data System (U.S. Department of Education); and community and technical colleges – State Board for Community and Technical Colleges, *Fall Enrollment and Staffing Report*, fall 1999 and fall 2003.

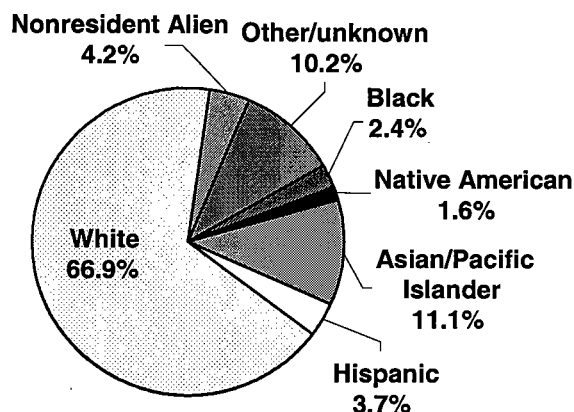
Notes: At community and technical colleges, data reflect only state-supported enrollments. The definition of a nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely.

Students

Race/ethnicity

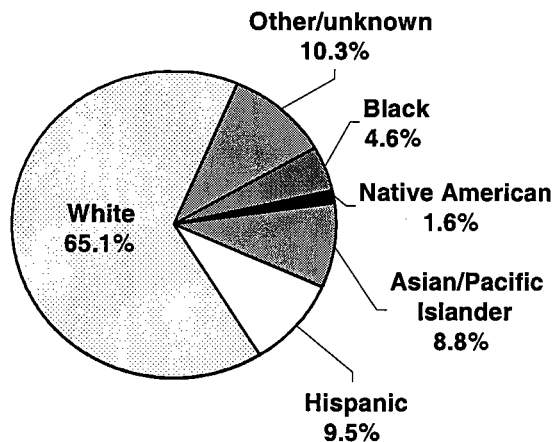
The graphs below illustrate enrollments by race/ethnicity among types of institutions for fall 2003. With the exception of Asian/Pacific Islanders, the community and technical colleges have slightly higher percentages of minority enrollments compared to four-year institutions.

**Public four-year institutions:
enrollment by race/ethnicity
fall 2003**



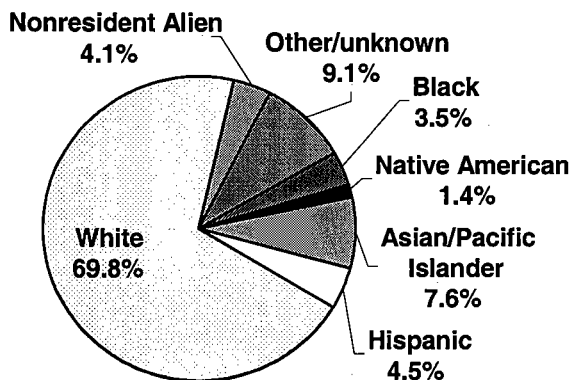
Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2003.

**Community and technical colleges:
enrollment by race/ethnicity
fall 2003**



Source: State Board for Community and Technical Colleges, *Fall Enrollment and Staffing Report*, 2003 (based on state-supported enrollment).

**Independent four-year institutions:
enrollment by race/ethnicity
fall 2003**



Source: Integrated Postsecondary Education Data System (U.S. Department of Education), fall 2003.

Faculty and staff

How many faculty and staff are employed by Washington higher education?

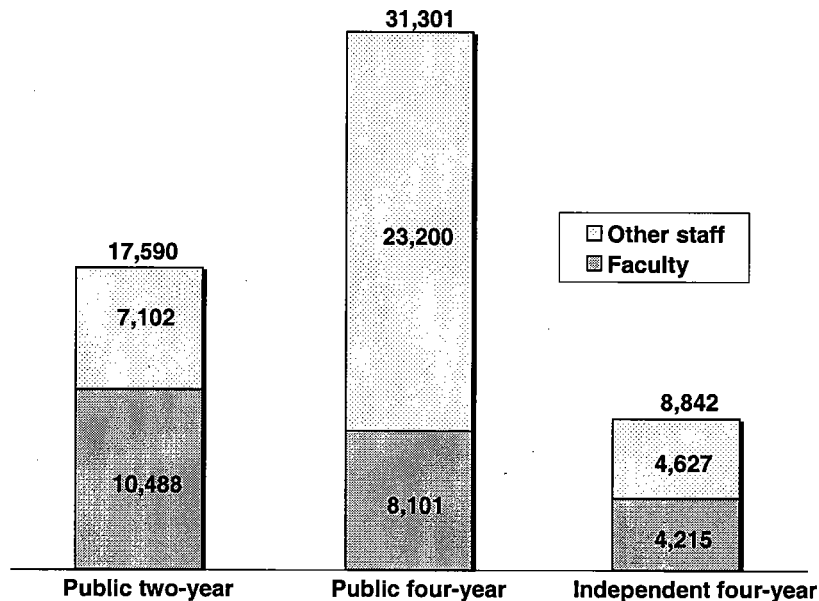
In fall 2003, more than 57,000 people were employed (either full-time or part-time) by Washington's public institutions and the independent four-year colleges and universities. These employees are categorized as either faculty or staff.

At four-year institutions, staff includes executive, administrative, managerial, technical, clerical, secretarial, skilled crafts, and service and maintenance personnel. Faculty refers to those whose main assignments are instruction, research or public service; faculty may hold various academic rank titles.

At public two-year institutions, staff includes classified support and exempt professional, technical, or administrative personnel. Two-year faculty includes classroom instructors, counselors, and librarians.

In fall 2003, 60 percent of employees at public two-year, 26 percent at public four-year, and 48 percent at independent four-year institutions were faculty.

In fall 2003, public two-year community and technical colleges employed more faculty than other staff, while four-year institutions employed more staff than faculty



Sources: Public four-year and independents – Integrated Postsecondary Education Data System (U.S. Department of Education), Form IPEDS-S, Fall 2003; public two-year – State Board for Community and Technical Colleges, *Fall Enrollment & Staffing Report*, 2003.

Faculty salaries

'Peer group' comparisons put Washington faculty salaries in a national context

State law requires the HECB to make recommendations on college and university faculty salaries based on comparisons with peer institutions around the country.

Peer groups initially were established to compare Washington institutions to others in terms of funding per FTE student. The use of peer groups was subsequently extended to discuss faculty salaries, as well as tuition and fee rates.

The current lists of Washington public four-year institutions' peers were established in 1988, when the Washington Legislature expressed concerns about the narrowness of the peer lists established in 1984 (seven or eight institutions for each peer group). At that time, the HECB formed the Special Joint Study Group (JSG) on Higher Education, composed of members of both houses of the Legislature, the executive branch and the board.

The group endorsed the new groups of peers and recommended using these new peer groups as external benchmarks to measure the adequacy of financial support for higher education. The JSG also established a funding goal for Washington institutions to achieve the 75th percentile level of the comparison groups over four biennia, beginning in 1989.

Concurrent with the actions of the Joint Study Group, the HECB adopted a new set of institutional comparison groups and adopted the 75th percentile for these groups as the funding goal for Washington institutions. The Special Joint Study Group report was presented to the 1989 Legislature.

Faculty

Peer groups

The criteria used to establish the peer groups reflect a national perspective. The peer groups include institutions that are similar in size, program offerings, student mix, and research orientation. More specifically, the Carnegie Commission's classification of institutions is used as the basis for selecting comparison groups for Washington institutions of higher education (peer group numbers include Washington institutions).

- The national comparison group for the University of Washington is all public institutions in the Carnegie classification "Research Universities category 1 with medical schools" (25 institutions).
- The national comparison group for Washington State University is all public land grant universities in the Carnegie classification "Research Universities categories 1 and 2 with veterinary schools" (23 institutions).
- The national comparison group for Central, Eastern, and Western Washington Universities is all public institutions in the Carnegie classification "Comprehensive Colleges and Universities category 1" (278 institutions).
- The national comparison group for The Evergreen State College is a group of public institutions in "Comprehensive category 1 and Liberal Arts category 2" selected based on size, similarities of degrees awarded, and other characteristics common to TESC (27 institutions). However, for salary comparison purposes, the peer group for the comprehensive universities is used.
- The national comparison group for the Washington community college system is all state community college systems in the country. National peer group comparisons for community colleges were discontinued in 1997-98.

Faculty

What are the average faculty salaries at Washington's public higher education institutions, and how do they rank with their peers?

In 2003-04, average faculty salaries at Washington four-year institutions ranged from \$54,607 at Central Washington University to \$79,894 at the University of Washington.

Compared to its established peer group, Western Washington University's average salary was at the 42nd percentile. Washington State University compared least favorably, with its average salary at the 14th percentile of its peer group.

These averages reflect full-time faculty (for three academic ranks) whose major assignment is instruction, or instruction combined with research or public service.

History of faculty salaries at Washington institutions relative to their peers for three academic ranks: full, associate and assistant professors (as reported each biennium by the HECB to the Legislature)

| | <u>1995-96</u> | <u>1997-98</u> | <u>1999-00</u> | <u>2000-01</u> | <u>2001-02</u> | <u>2002-03</u> | <u>2003-04</u> |
|---|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| University of Washington | | | | | | | |
| <i>Average salary</i> | \$60,126 | \$63,130 | \$68,463 | \$73,237 | \$76,777 | \$77,613 | \$79,894 |
| <i>Peer group percentile rank</i> | 48 th | 44 th | 44 th | 52 nd | 50 th | 38 th | 38 th |
| Washington State University | | | | | | | |
| <i>Average salary</i> | \$51,209 | \$53,899 | \$58,533 | \$61,383 | \$64,707 | \$64,901 | \$65,974 |
| <i>Peer group percentile rank</i> | 22 nd | 17 th | 9 th | 17 th | 18 th | 14 th | 14 th |
| Central Washington University | | | | | | | |
| <i>Average salary</i> | \$44,314 | \$43,619 | \$48,556 | \$50,685 | \$52,828 | \$52,832 | \$54,607 |
| <i>Peer group percentile rank</i> | 33 rd | 14 th | 24 th | 27 th | 28 th | 23 rd | 29 th |
| Eastern Washington University | | | | | | | |
| <i>Average salary</i> | \$47,172 | \$49,755 | \$51,101 | \$52,735 | \$55,340 | \$55,333 | \$54,745 |
| <i>Peer group percentile rank</i> | 59 th | 57 th | 43 rd | 43 rd | 46 th | 35 th | 31 st |
| The Evergreen State College | | | | | | | |
| <i>Average salary</i> | \$44,070 | \$44,866 | \$46,984 | \$50,215 | \$53,548 | \$54,014 | \$54,995 |
| <i>Peer group percentile rank</i> | 31 st | 20 th | 17 th | 24 th | 32 nd | 29 th | 32 nd |
| Western Washington University | | | | | | | |
| <i>Average salary</i> | \$48,698 | \$48,560 | \$51,746 | \$54,606 | \$57,017 | \$57,448 | \$57,224 |
| <i>Peer group percentile rank</i> | 67 th | 48 th | 48 th | 52 nd | 54 th | 50 th | 42 nd |
| Community and technical colleges | | | | | | | |
| <i>Average salary</i> | \$39,309 | \$40,518 | \$42,371 | \$44,162 | \$46,247 | \$47,916 | \$48,303 |
| <i>Peer group percentile rank</i> | 55 th | n/a | n/a | n/a | n/a | n/a | n/a |

Sources: Integrated Postsecondary Education Data System (U.S. Department of Education); American Association of University Professors; and State Board for Community and Technical Colleges, *Academic Year Reports*.

Notes: Average salary refers to the arithmetic mean of faculty salaries. A percentile rank represents the salary at which that percentage of institutions' salaries falls at or below. For example, in the table above, in 2003-04, the UW's average faculty salary of \$79,894 was at the 38th percentile. This means that in 2003-04, 38 percent of UW's peer institutions' salaries fell at or below \$79,894, and 62 percent were above that amount. Peer group comparisons for community and technical colleges were discontinued in 1997-98.

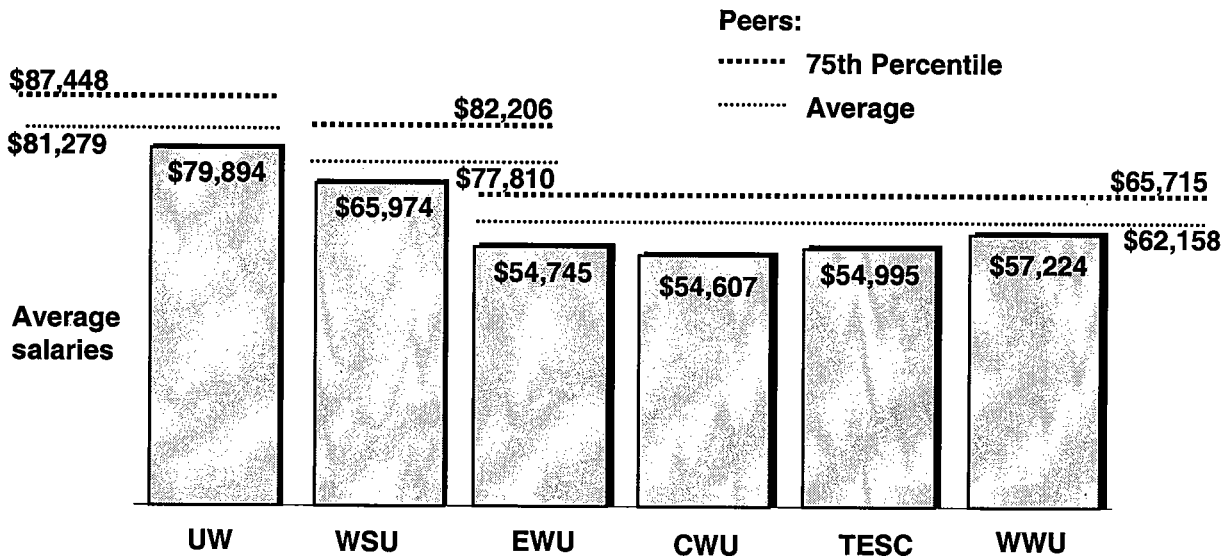
Faculty

How do faculty salaries in Washington higher education institutions compare to the average salaries at peer institutions and the 75th percentile?

In 2003-04 average faculty salaries at Washington's public four-year institutions were below the average salaries (and the salaries at the 75th percentile) of their established peer groups.

These averages reflect full-time faculty (for three academic ranks – full professor, associate professor and assistant professor) whose major assignment is instruction, or instruction combined with research and/or public service.

In 2003-04, average full-time faculty salaries at Washington's public four-year institutions were below the average of their peer institutions (for three academic ranks: full, associate, and assistant professors)



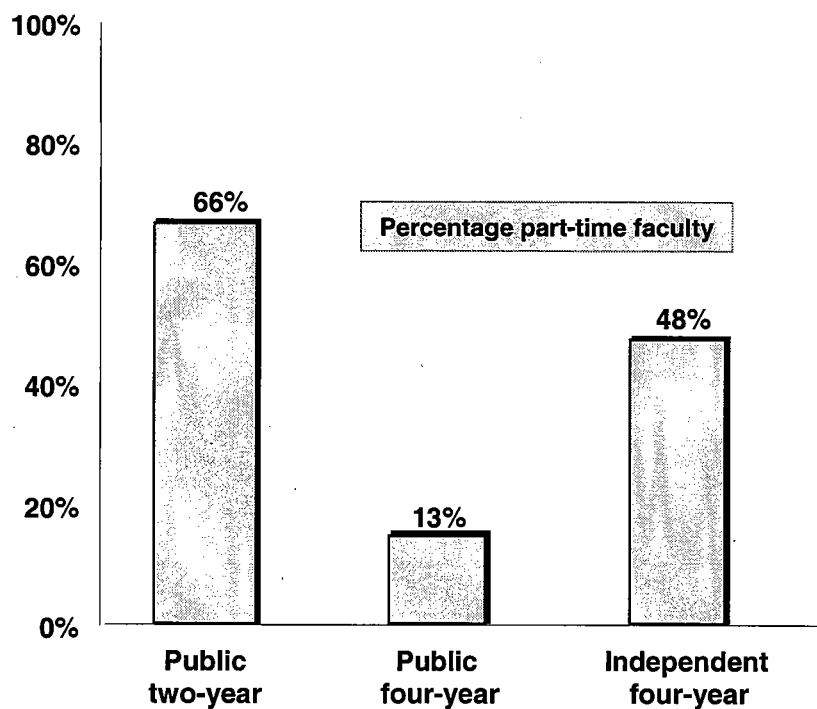
Sources: Higher Education Coordinating Board; and American Association of University Professors.

Faculty

What percentage of faculty employed in Washington higher education are part-time?

Differences in the use of part-time faculty are seen in Washington's higher education institutions. In fall 2003, part-time employees comprised two-thirds of the faculty at community and technical colleges. At four-year institutions, the largest proportion of faculty were full-time employees.

In fall 2003, the majority of faculty in public two-year community and technical colleges were employed part-time, while in four-year institutions less than half were part-time



Sources: Public four-year and independents – Integrated Postsecondary Education Data System (U.S. Department of Education), Form IPEDS-S, fall 2003; and public two-year – State Board for Community and Technical Colleges, *Fall Enrollment & Staffing Report*, 2003.

Notes: At public four-year institutions, “faculty” refers to those whose main assignments are instruction, research, or public service; faculty may hold various academic rank titles. At public two-year institutions, “faculty” includes classroom instructors, counselors, and librarians. Full-time faculty can be either nine-month or twelve-month employees.

Faculty

What is the racial/ethnic breakdown of faculty in Washington's higher education institutions?

In fall 2003, a small percentage of faculty (both full- and part-time) in each of the higher education sectors reported being a member of a racial/ethnic minority.

In fall 2003, members of racial/ethnic minorities constituted a small percentage of the faculty

| <u>Racial/ethnic background</u> | <u>Public two-year</u> | <u>Public four-year</u> | <u>Independent four-year</u> |
|--|-------------------------------|--------------------------------|-------------------------------------|
| Black | 2.4% | 1.7% | 2.7% |
| Asian/Pacific Islander | 4.0% | 7.0% | 5.1% |
| Hispanic | 3.1% | 2.3% | 1.9% |
| Native American | 1.4% | .9% | .5% |
| White | 88.7% | 76.7% | 83.9% |
| Other/Unknown* | .4% | 11.4% | 5.9% |

*"Other/Unknown" includes "nonresident aliens" at the four-year institutions.

Sources: Public four-year and independents – Integrated Postsecondary Education Data System (U.S. Department of Education), Form IPEDS-S, fall 2003; and public two-year – State Board for Community and Technical Colleges, *Fall Enrollment & Staffing Report*, 2003 (reflects state-supported faculty).

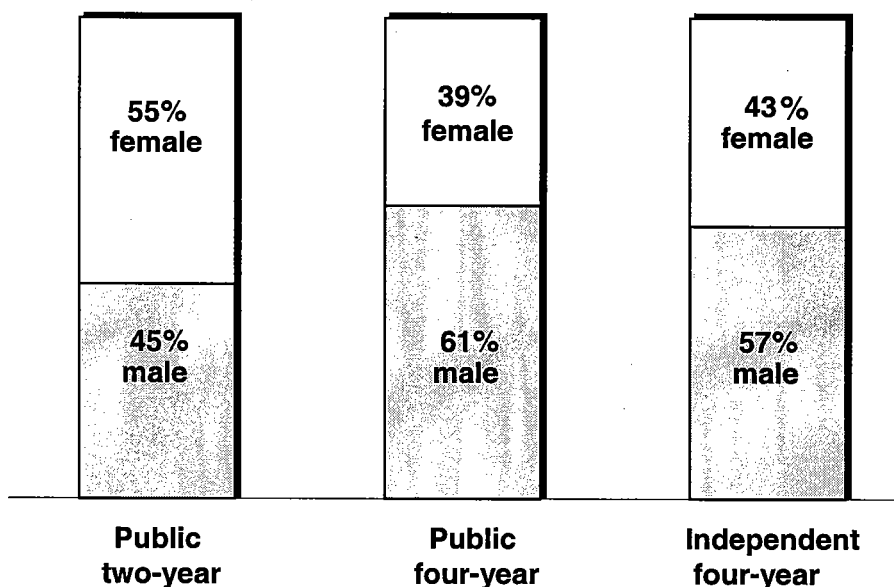
Notes: At public four-year institutions, "faculty" refers to those whose main assignments are instruction, research, or public service; faculty may hold various academic rank titles. At public two-year institutions, "faculty" includes classroom instructors, counselors, and librarians.

Faculty

What is the gender distribution of faculty in Washington's higher education institutions?

In fall 2003, males comprised 45 percent of the faculty at public two-year institutions, 61 percent at public four-year institutions, and 57 percent at independent four-year institutions.

In fall 2003, the majority of all faculty at community and technical colleges were women, while a majority at the four-year institutions were men



Sources: Public four-year and independents – Integrated Postsecondary Education Data System (U.S. Department of Education), Form IPEDS-S, fall 2003; and public two-year – State Board for Community and Technical Colleges, *Fall Enrollment & Staffing Report*, 2003 (data reflect state-supported faculty).

Notes: At public four-year institutions “faculty” refers to those whose main assignments are instruction, research or public service; faculty may hold various academic rank titles. At public two-year institutions, “faculty” includes classroom instructors, counselors, and librarians.